

Alpha Gamma Rho Beta Psi



A Strategic Vision
February 6-7th, 2009

Vision Statement

- To be the leaders of tomorrow founded in the traditions of Agriculture by living together in an efficient and cohesive brotherhood that is respected and valued by the College and the community.

Academics Goals

- To achieve a high standard in the academic community (both GPA and presence) and dedicate ourselves to the AGR values.

Action Steps to Academic Goals

- To maintain an average GPA of 3.0 or higher, semesterly (VNR Scholarship, each semester)
- To have 100% of our brothers maintain a 2.4 GPA or higher, semesterly (VNR Scholarship, each semester)
 - Strongly encourage the utilization of tutoring and mentoring from Brothers or the college
- Expect all brothers to exceed the college's attendance policy (VNR Scholarship, ongoing)
 - Keep brothers accountable for attendance
- Have all brothers submit an academic plan outlining expected grades (VNR Scholarship, each semester)
 - Record and review each Brother's academic plan twice per semester
 - Maintain and enhance a recognition program for academic achievement
- For those on Fraternity academic probation alcohol may only be consumed from Friday at 4:30 until midnight Saturday (Executive Council with the support of Brothers)
 - Enforce consequences for failure to abide by the academic probation for alcohol

Involvement Goals

- To maximize the involvement of all brothers in every aspect of events through more informative planning and better delegation of responsibility.

Actions Steps to Involvement

- Involve each member in at least one committee (NR and VNR Activities, beginning of each semester, ongoing)
- The committee chairs organize and communicate to all members of the committee their responsibilities and duties and to see that they are achieved. (Committee chair, as appropriate)
- Investigate National Awards through the Home Office and apply for those appropriate (VNR Membership Development, 3/1/09, annually thereafter)
- Increase the Chapter's involvement at the National level (NR, VNR Activities, as appropriate)
 - Put an article in the Sickle and Sheath
 - Invite Regional VP or other National Officers to attend events
 - Attend Bi-annual National Convention each time held, St. Louis 2010
- Record and enforce participation of events (VNR Activities, Ongoing; Executive Council, Ongoing)

Financial Goal



- To maximize our financial resources, while working in harmony with the Alumni Association and the school to achieve fiscal security.

Action Steps towards our Financial Goal

- Update written financial policy for the operation of the Chapter (VNR Finance with Finance Committee, annually)
- Produce a bi-semesterly written financial report (VNR Finance and Alumni Treasurer)
 - Profit Loss and Balance Sheets
- Organize fund raisers, at least two major fundraiser per semester (Fundraising Chair, ongoing)
- Develop a Long-term written plan for the acquisition of a house (Alumni Board and Executive Council, Feb. 1, 2010)
 - Assessment of funds needed
 - House size assessment
 - Conduct a separate Housing Fundraiser
 - Work on multiple Townships and Rules
 - Contact other chapters about steps to obtaining a house (North Dakota, Penn State, etc.)
- Establish 501(c)(3) corporation (Alumni Treasurer, Aug. 1, 2009)



Action Steps towards our Financial Goal

- Create and maintain an annual budget
 - For Undergrads (VNR Finance, 2/21/09)
 - Each VNR submits proposed budgets to VNR Finance (2/8/09)
 - For Alumni Corporation (Alumni Treasurer, 7/1/09)
- Develop a Housing Fund with the Educational Foundation at Home Office (Advisor, 3/09)
- Conduct an annual appeal for funds (VNR Finance with Fundraising Chair, Oct. 1 annually)
- Conduct an informational review of financial policies (VNR Finance 3/9/09, semesterly)
- Create a policy for a collection agency (Finance Committee, June 1, 2009)
- Increase total assets to \$100,000 (Fundraising Committee, Noble Ruler, VNR Finance, 2/1/11)
 - Increase total assets to \$60,000 by 2/1/10

Goal for Alumni Relations

- To develop mutual respect and understanding to strengthen the involvement and interaction network between alumni and undergraduates.

Action Steps for Alumni Relations

- Develop a written communication plan (*VNR Alumni Relations & Alumni VP, Advisor, 5/1/09*)
 - Understand and address the nature of transition from undergraduate to alumni
 - Recognize different perspectives
 - Recognize the nuances of being an undergrad or an alumni
 - Invite alumni to speak to the undergraduates
 - Include other chapters in events
- Maintain an accurate database of contact information (*Alumni Secretary, VNR Alumni Relations, ongoing*)
 - Maintain an active website database of contact information
- Search out and utilize alumni strengths and ideas (*VNR Alumni Relations, N.R., ongoing*)
 - In the aspects of mentoring, networking, financial support, positive and constructive reinforcement.
 - Review progress on a Quarterly basis
- Establish a communication liaison within each graduating class (*VNR Alumni Relations, each year*)

Action Steps for Alumni Relations

- Incorporate alumni news in each Crescent (VNR Alumni Relations, with each Crescent)
- Update the awards and recognition program. (VNR Alumni Relations, calendar year, for Pink Rose)
 - Recognize contributions, financial and time
- Enhance organizational commitment of Alumni Board in order to better communicate with the undergrads (Alumni President & Secretary, 9/15/09)
 - Keep the flow of information fluid and on a “two-way street”
 - Establish a regular Board meeting schedule
 - Require Alumni Board attendance at Alumni Association Meetings
- Invite at least one alumni in attendance at every chapter functions (VNR Alumni Relations, weekly updates)
- Send Chapter minutes to the alumni (VNR Planning, weekly after every meeting)
- Send “Thank You” notes to alumni for additional contributions (Each VNR)
- Conduct an Alumni Phon-a-Thon, to contact all Alumni (VNR Alumni, 4 weeks in advance to major events)

Recruitment Goal

- Actively pursue the initiation of quality men with a love of agriculture who exemplify our values and swiftly involve them in all aspects of the Beta Psi Chapter.

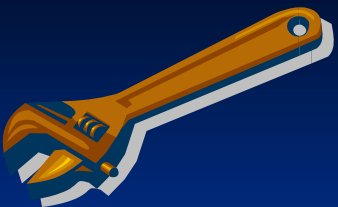
Action Steps to Recruitment Goals

- Create the statement of expectations for prospective members, brothers, and alumni (VNR Recruitment and Membership Development, prior to spring Initiation '09)
- Review the AGR Covenant with Brothers within two weeks after Initiation (VNR Membership Development)
- Develop a written recruitment plan (VNR Recruitment, spring '09)

Brotherhood Goal

- To nurture quality Agricultural Men to become the Leaders of Tomorrow while maintaining the Relationship of Brothers and Strengthening the Principles and Purpose of the Alpha Gamma Rho Fraternity





Action Steps to Brotherhood

- Create a statement of expectations for brothers and alumni (VNR Recruitment and Membership Development, spring '09)
 - Revisit Strategic Plan to inform all brothers and new brothers in the following semesters (VNR Membership Development, each semester)
 - Review and update constitution and bylaws (Executive Committee, as necessary)
- Review AGR Covenant with all Brothers, two weeks after Initiation (Noble Ruler)
 - Have the Chapter file a copy of the AGR Covenant (VNR membership Development and Big Brother, ASAP, each semester)
- Revise and implement a member development program (VNR Membership Development & Big Brothers, upon initiation)

Action Steps to Brotherhood

- Require new Brothers, Big Brothers and Families to meet biweekly (VNR Membership Development and Noble Ruler, ASAP)
- Update “Brotherhood binder” (VNR Membership Development, semesterly)
- Conduct regular and constructive brotherhood reviews (VNR Membership Development, each semester)
- Update written membership guidelines (VNR Recruitment & Membership Development, spring ‘09)
- Follow through with the implementation of the Five orders and to have each Brother complete one Order by the end of the first semester of Fraternity Life and at least one each year thereafter. (VNR Membership Development, ongoing)

Housing Goal

- To assure our living together while working toward owning our own house.



Action Steps towards our housing goal

- Finalize Alumni incorporation (Alumni Board, 5/09)
- Continue to maintain housing programs to insure annual special interest housing (Undergraduate Housing Committee, Ongoing)
- Continue an ongoing dialog with the College Administration (Executive Council, Ongoing)
 - Moving off Campus will free up room for others
- Involve Undergraduates (ongoing, Housing chair & VNR Alumni Relations)
 - Reach out to other local brothers

Action Steps towards Housing goal

- Complete housing feasibility study (*Alumni Housing and Undergraduate Housing Committee 2/1/10*)
 - Feasibility Study
 - Research what our members want
 - Find common ground
 - Research Local Regulations and College Stipulations, trends in enrollment
 - Study cost of Living Off-Campus vs. On-Campus, other off-campus, etc. (*Completed, Update annually*)
 - Meal plans, transportation (*Completed, Update annually*)
 - Maintain contact with Penrose Hallowell
- Develop plan to Secure funding (*Alumni Board, 8/1/10*)
 - Implement plan (*Alumni Board, 1/2/11*)
- Continue to stay in contact Home Office for support, advice, ideas (*Brother Betts, Ongoing*)



Communications Goals

- Utilize all effective means to achieve a more favorable image and for conveying information and issues between and across internal and external parties.



Action Steps for Communications

- Maintain a comprehensive brotherhood database (*VNR Planning & Alumni Relations, ongoing*)
- Maintain and make available an updated list of outside professional resources and contacts for professional development & public relations (*VNR Planning, update each semester*)
- Meet the timeframe for timely communication of scheduled events (*VNR Alumni Relations and Event Coordinator, ongoing*)
 - Bachelor Auction
 - Use several forms of communication
 - Send projected dates of upcoming events
 - 30 days for a day event
 - 60 days for a multi-day event



Action Steps for Communications

- Enhance the AΓP Brotherhood Program (VNR Membership Development, 9/1/09)
 - Formalize a process for feedback and review
 - Develop active listening skills
 - Be receptive to constructive criticism
 - Deliberately balance negatives with positives
- Familiarize officers with Home Office resources and other chapters (Executive Council, ongoing)
 - Contact Home Office as a first priority to determine if other resources are available
 - Utilize Home Office website
- Nominate National undergraduate candidate (Executive Council and Advisor, By Deadline at Home Office)

College Community Goals

- To have an open and constructive dialogue and achieve mutual respect with our peers and College Officials.

Action Steps for College Community Relations

- Designate a liaison (Noble Ruler, annually)
 - Encourage participation on Inter-Greek Council and Student Government. (N.R., annually)
- Stay on top of changes within the administration (liaison, ongoing)
 - Determine the status of administrative policies (liaison, ongoing)
- Be proactive in all aspects (Noble Ruler & liaison, ongoing)
 - Policy making
 - Meeting new administrators, introducing Beta Psi and Nationals
 - Introducing and promoting AGR.
 - Periodic press releases
 - Be good listeners
 - Consider special invitations to AGR functions (both at local, regional, and national levels) for college administrators (As appropriate)
- Actively pursue community service opportunities (Philanthropy Chair, as appropriate)

Transition Goals

- To utilize an efficient, proactive professional development program allowing smooth and timely transitions into college, leadership positions, and careers



Action Steps for Transitions

- Conduct a formalized transfer of responsibilities for each Executive Office, including specific duties & responsibilities two weeks after election (*Advisor, after election*)
 - Face-to-Face meeting at the Advisor's discretion
 - All materials should be handed over in an organized fashion
- Update written Standard Operating Procedures (*N.R., annually at end of term*)
 - Deadline dates for recurring events
 - Covers alumni and undergrads
 - Establish guidelines for committee responsibilities
 - Schedule periodic reviews and updates
 - Transitions between officers
 - Develop written recruitment plans



Action Steps for Transitions



- Enhance programs for professional development (**VNR Membership Development, each semester**)
 - Workshops and Professional Training
- Conduct a required Senior meeting regarding alumni expectations before Graduation (**Alumni Board President, Advisors and Graduating class, once per semester**)
 - Updating contact information
- Hold officer executive workshop with old and new officers (**Exiting NR, within first two weeks of new officer term**)

Risk Management Goal

- To effectively manage potential risks affecting our brothers, organization or school.



Action Steps for Risk Management

- Risk Management liaison (VNR Management and Operations, ongoing)
- Develop and implement Risk Management written policies (VNR Management and Operations, 9/1/09)
 - Develop procedures to address problems
 - Proactively address our risks
- Hold educational sessions to address problems or potential problems (Risk Mgmt Committee, annually and as needed)
 - Explain why policies are in place
- Establish a protocol on addressing issues (Risk Management liaison, 9/1/09)



Planning Goals

- To accurately and effectively carry out the objectives of the Strategic Plan for the future success of the chapter.

Action Steps for Planning Goals

- Present the Strategic Plan to the fraternity (NR with support of participants, within two weeks after Initiation)
- Present Strategic Plan to the college officials (NR with support of participants, by end of Spring '09 semester)
- Forward a Strategic Plan to alumni and undergraduate Brothers (NR and President of Alumni Board, ASAP)
 - Website and Alumni Meeting
- Forward a copy of the Strategic Plan to the Home Office, Zane Akins (NR, 3/1/09)
- Review this plan at the 1st meeting of each month at the executive council meeting (NR, VNR Planning, 1st meeting of each month)
- Advisors and Noble Ruler will oversee the implementation of this plan (ongoing)

Recognition

- Celebrate *ALL* successes; small and large

Those That Attended – 2/6, 2/7/09

■ Alumni:

- Rob Arcidiacono
- Jeramie Hoffer
- TJ Brooks

■ Undergraduates:

- Curtis Harder
- Steve Barr
- Jared Hauseman
- Luke Swift
- Alan Cornbower
- Kevin Morrow
- Ernst Haberland
- Christian Landis
- Wesley Sharp
- Brett Treichler
- Christopher Kline
- William Betts

- Sean Tappan
- Dan Johnson
- Garrett Schorran
- Kevin Folk
- Eric Forgy
- Brad Schwartzmier
- Harry Brill
- Brandt Davis
- Skyler Sarno
- Pat McGrath
- John Freedley
- Jon Sanders